

**Revised Template for Salmon Recovery Plans 10-17-05**  
**NOAA Fisheries Salmon Recovery Division**

**Template (Recommended Outline) for Salmon Recovery Plans**

**Note:** Structuring the plan in two volumes is an option. For smaller areas such as management units, which represent only part of an ESU's range, one volume may be more appropriate.

**VOLUME I**

**1 Introduction**

- **Problem Statement**
- **Purpose of Plan**
  - **ESA**
  - **Tribal treaty/trust obligations**
- **Context of Plan Development**
  - **NMFS – Domains – TRTs – public involvement**
  - **Who developed this plan (agencies, stakeholder groups)**

**2 Recovery Goals/Measurable Criteria**

- **Goals – Delisting or downlisting, and other goals**
- **Biological criteria – VSP parameters**
- **Threats criteria – in terms of the 5 listing factors**

**3 Background on ESU(s)**

- **Description and Taxonomy**
- **Life History**
- **Habitat Requirements/Critical Habitat**

**4 Status of Species**

- **ESU**
- **Major Population Groups**
- **Independent Populations**

**5 Limiting Factors and Threats**

**6 Conservation Actions (ongoing, previous, already underway)**

**7 Recovery Strategy**

- **Overview of, and rationale for, recovery program**
- **Summary table – limiting factors, actions, effects**

**8 Site-Specific Management Actions**

**9 Summary of Implementation Roles and Schedule, Cost and Time Estimates**

**10 Summary of Research, Monitoring and Evaluation for Adaptive Management**

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**VOLUME II**

**1 Watershed A (B, C, etc)**

**a. Description**

**b. Populations (A, B, C)**

- **Status**
- **Limiting factors/threats**
- **Recovery goal**

**c. Site-specific actions for this watershed**

**d. RM&E**

**e. Implementation schedule, including costs, time, who does what**

**NOTES:**

**Volume I** should be a readable, skimmable summary of the more detailed information and analyses presented by watershed or subbasin in **Volume II**. Volume I should include summary tables and relatively brief explanatory narrative wherever possible.

**1 Introduction**

A locally specific problem statement (i.e. decline of an ESU) sets up the recovery plan. The purpose of the plan is statutory; standard language is available describing the ESA's three main requirements, the possibility of "broad sense" goals, and the nature of Federal treaty and trust obligations. The context of plan development is NMFS policy, definition of domains, appointment of TRTs, and public ("stakeholder") involvement in developing the plan.

**2 Recovery Goals/Measurable Criteria**

NMFS' recovery goal is delisting or downlisting. Additional, broad sense goals may include sustainable harvest, salmon-friendly, sustainable farming, salmon-safe forestry, prosperity for all, etc.

Delisting criteria are twofold: (1) biological criteria stated in terms of VSP parameters and applied to ESU, MPG, and population levels; (2) threats criteria – stated in terms of the ESA's five listing factors. NMFS' RM&E framework currently being written offers some guidance and metrics for determining whether threats have been addressed.

**3. Background on ESU(s)**

This section can be a short summary, an overview of the essential information to orient the reader to the subsequent analysis of status and limiting factors/threats.

**4. Status of ESU(s)**

Stated in terms of VSP parameters, by population and then combined for ESU. For Volume I, this, too, should be a summary of the analyses presented in detail by watershed or subbasin in Volume II.

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**5. Limiting Factors and Threats**

Limiting factors are defined as the biological conditions limiting population productivity. Threats are defined as those human activities or naturally induced actions that cause the limiting factors. Assessment of limiting factors and threats should be organized according to the five ESA listing factors and built up from populations to ESU. In Volume I this should be a summary, with the detailed information by watershed/population in Volume II.

**6. Recovery Strategy**

The recovery strategy (per NMFS 2004 Interim Recovery Planning Guidance) is an overview of the recovery program and its rationale. It contains the key facts and assumptions about the ESU and its situation, and the primary focus (or several highest priorities) of the program. This could include the recovery “scenario,” which details which populations and how many populations must achieve low-risk status to recover the ESU.

Here it would be most useful to have a **summary table** showing the highest-priority limiting factors, related actions, and expected effects on populations in terms of the four VSP parameters.

**Example:**

<b>Limiting Factor</b>	<b>Action</b>	<b>Intended/Expected Effect</b>
Excessive sediment	Decommission FS road	Increased productivity because of increased egg survival

**7. Site-Specific Management Actions**

These are summarized in Volume I in the recovery strategy. Details by watershed are in Volume II.

**8. Summary of Implementation roles/schedule/cost and time**

Summary in Volume I, details by watershed in Volume II.

**9. Summary of research, monitoring, and evaluation for Adaptive Management**

Summary in Volume I, details in Volume II. Use NMFS’ RM&E decision framework.